

## 2 COMPLIANCE

All employers with a FEIN (Federal Employer Identification Number) must participate in New Hire reporting.

Employers are required to submit information on every newly hired employee to the Department of Workforce Development. Refer to Part 3 of this section for reporting deadlines.

An **employee** is any individual who is considered an employee for federal income tax withholding purposes.

A **newly hired employee** is any individual reporting to work with an employer for the first time or any individual rehired after an unpaid absence of more than 90 days.

New Hire data is stored in the State Directory and matched against state child support cases. If a match is found, a wage withholding notice is sent to the employer for collection of child support.

All states' New Hire, quarterly wage and Unemployment Insurance benefit data is transmitted to the National Directory for interstate matching and child support enforcement. New Hire reports are also regularly compared against all States' quarterly wage files to identify reporting compliance. Employers found not to be in compliance may be subject to penalties up to \$25 per unreported employee.